

drb Ignite Multi Academy Trust

EQUALITY AND DIVERSITY STATEMENT (PUBLIC SECTOR EQUALITY DUTY)

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At drb Ignite Multi Academy Trust, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We strive to develop a culture of inclusion and diversity in which all those connected to the Trust feel proud of their identity and ability to participate fully in Trust and school life.

We tackle discrimination:

- through active and positive promotion of equality
- by challenging harassment, bullying and stereotypes
- by creating an environment which champions respect for all

At drb Ignite Multi Academy Trust, we believe diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Detailed information of how the Trust meets its statutory responsibilities is provided in the following two Trust Policies:

Equalities and Diversity Trust Workforce
Equalities and Diversity School Practice

Equality in teaching and learning

The Trust provides all pupils with the opportunity to succeed and to reach the highest level of personal achievement.

This is achieved by:

- equality of access for all pupils and preparing them for life in a diverse society
- an inclusive curriculum offer
- using materials that reflect the diversity of school, population and local community without stereotyping
- promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- seeking to involve all parents in supporting their child's education
- utilising teaching and curriculum approaches appropriate for the whole school population which are inclusive and reflective of all pupils

Equality in Admissions and Exclusions


The Trust's admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with HR law and using Safer Recruitment procedures. The Trust is committed to ensuring that staffing across the Trust reflects the diversity of our school communities.

Statement Approval

This Statement was approved by the Trust Chair and is issued on a version-controlled basis under his signature.

Committee responsible	Trust Board
Date approved	November 2018
Reviewed	November 2018
Next review	November 2019
Sign off by Chair of Trust	 Date: November 2018

Change History Record

Issue	Description of Change	Approval	Date of Issue
1	Initial issue	David Sheldon	November'18